

**Due to the current heightened security level at all our premises, Members are reminded to wear their identity badges whilst attending meetings. Any visitors must produce photographic identification at Reception.**

## **LOCAL PENSION BOARD COMMITTEE SUMMONS**

### **SOUTH WALES FIRE & RESCUE AUTHORITY**

You are required to attend a meeting of the Local Pension Board Committee to be held at **South Wales Fire & Rescue Service Headquarters, Forest View Business Park, Llantrisant, CF72 8LX** on **Monday, 3 July 2017 in Room 8 at 1030 hours.**

#### **A G E N D A**

1. Apologies for Absence
2. Declarations of Interest

Members of the Fire & Rescue Authority are reminded of their personal responsibility to declare both orally and in writing any personal and/or prejudicial interest in respect of matters contained in this agenda in accordance with the provisions of the Local Government Act 2000, the Fire & Rescue Authority's Standing Orders and the Members Code of Conduct.

3. Chairman's Announcements
4. To Receive the Minutes of:-
  - Local Pension Board Committee Meeting held on 21 November 2016 3
5. Local Pension Board – Terms of Reference & Delegated Authorities 9
6. Firefighters' Pension Schemes – South Wales Fire & Rescue Authority 13
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| 10. | Forward Work Programme   | 43 |
| 11. | To consider any items of business that the Chairman deems urgent (Part 1 or 2) | 47 |

Signature of Proper Officer:



**MEMBERSHIP**  
**Councillors:**

S	Bradwick	Rhondda Cynon Taff
D	Ali	Cardiff
H	Joyce	Cardiff
G	Stacey	Rhondda Cynon Taff
V	Smith	Monmouthshire
M	Phillips	Cardiff
R	Prendergast	Association of Principal Fire Officers
A	Psaila	Fire Brigades' Union
D	King	Retained Firefighters' Union
L	Jones	Fire Brigades' Union

**SOUTH WALES FIRE & RESCUE AUTHORITY**  
**MINUTES OF THE LOCAL PENSION BOARD MEETING**  
**HELD ON MONDAY 21 NOVEMBER 2016 AT**  
**SOUTH WALES FIRE & RESCUE SERVICE HEADQUARTERS**

**11. PRESENT:**

<b>Councillor</b>	<b>Left</b>	<b>Authority</b>
S Bradwick (Chair)		Rhondda Cynon Taff
J Morgan		Blaenau Gwent
S Pickering		Rhondda Cynon Taff
D King		Retained Firefighters Union
R Prendergast		Association of Principal Fire Officers

**APOLOGIES:**

B Morgan	Rhondda Cynon Taff
A Psaila	Fire Brigades Union

**ABSENT:**

**OFFICERS PRESENT:-** ACO P Haynes – Director of People Services, DCO S Chapman – Monitoring Officer, Mr C Powell – Deputy Monitoring Officer, Mr C Barton - Treasurer

**12. DECLARATIONS OF INTEREST**

Each Member declared a personal non-prejudicial interest in each agenda item which affected their Authority.

**13. CHAIR'S ANNOUNCEMENTS**

There were no Chair's announcements.

**14. MINUTES OF PREVIOUS MEETING**

The minutes of the Local Pension Board Committee meeting held on 11 July, 2016, were received and accepted as a true record of proceedings.

## **15. PUBLIC SERVICE GOVERNANCE & ADMINISTRATION SURVEY**

With reference to Item 6 within the minutes 'Governance & Administration of Service Pensions Schemes', for Members information the ACO People Services circulated a copy of England's response to the 'Public Service Governance & Administration Survey'.

### **RESOLVED THAT**

Following discussion, Members unanimously agreed for Officers to complete the Welsh version of the survey on behalf of the Local Pension Board Committee.

## **16. FIREFIGHTERS PENSION SCHEMES – COMPOSITION AND FUNDING PROVISIONS (FINANCIAL YEAR 2015/2016)**

The ACO People Services informed Members that the Public Services Pension Act (PSPA) 2013 set out the new arrangements for the creation of schemes for the payment of pensions and other benefits. The PSPA 2013 gave powers to the Pensions Regulator to operate a system of independent oversight of the operation of the schemes.

Under the terms of the PSPA 2013, the Fire & Rescue Authority is the recognised Scheme Manager, and as such needed to identify through which mechanism it intended to fulfil its role and obligations.

The report provided an update on the current matters relating to the Fire & Rescue Authority's management of the Firefighters Pension Scheme 1992 (FPS 1992), the Firefighters' Pension Scheme (Wales) 2007 (FPS 2007), and the new Firefighters' Pension Scheme (Wales) 2015 (FPS 2015).

### **RESOLVED THAT**

16.1 Members agreed to accept the information contained within the report, and to receive monitoring reports on an annual basis.

16.2 Following discussion on concerns with future variance and shortfall issues, Members unanimously agreed that Officers should include 'Membership Composition and Funding Provisions' in the Local Pension Board Forward Work Programme as well as highlighting them on the Service's Local Pension Board Risk Register.

## **17. SPLIT PENSION CONDITIONS, IMPACT AND LIABILITIES**

The ACO People Services presented a report to Members which identified the background to changes in Rule B5A (Split Pension) as part of the Firefighters' Pension Scheme 1992, and set out the key features, impacts, and significant points which had been presented to the HR & Equalities Committee for determination.

### **RESOLVED THAT**

- 17.1 Members agreed to note the DCLA advice and Pension Ombudsman's ruling in relation to where an entitlement to a split pension award took place.
- 17.2 Members endorsed the HR & Equalities Committee's determination in respect of split pensions for Firefighters' Pension Scheme 1992 members.
- 17.3 Following a lengthy question and answer session on temporary promotion posts, as well as abatement opportunities, Members asked Officers to source an external pension advisor who could provide Members with the required specialist advice on all pension matters.

## **18. HMRC RULES AND THEIR RELATIONSHIP WITH THE FIREFIGHTERS' PENSION SCHEMES**

The ACO People Services presented a report informing Board Members of the relationship between the Firefighters Pension Schemes and Her Majesty's Revenue & Customs (HM Revenue & Customs), and the associated regulations as they were applied to scheme members and the pension scheme managers.

All the existing Firefighters Pension Schemes were identified as being 'defined benefit schemes' in which the employer promised a

specified monthly benefit on retirement that was predetermined by a formula based on the employee's earnings history, tenure of service, and age, rather than depending directly on individual investment returns.

#### **RESOLVED THAT**

18.1 Members received the report and acknowledged the significant points detailed therein.

18.2 Following lengthy discussion on Members obligation to inform pension scheme members of all rules and regulations relating to the Firefighters Pension Schemes, Officers agreed to publish the Local Pension Board Committee minutes on the Service's website.

#### **19. FIREFIGHTERS PENSION FINANCING MECHANISM (YEAR ENDING MARCH 2016)**

The Treasurer presented a report to Members which provided an outline of the funding arrangements for the Firefighters Pension schemes.

#### **RESOLVED THAT**

Members agreed to note the contents of the report, and instructed Officers to publish the information on the Service's website.

#### **20. FORWARD WORK PROGRAMME**

The ACO People Services presented the Forward Work Programme for 2016/2017.

#### **RESOLVED THAT**

20.1 Members accepted the Forward Work Programme for 2016/2017.

20.2 Following a suggestion by Officers, Members agreed that certain elements of the Local Pension Board Committee should be included in the HR & Equalities Forward Work Programme.

**21. TO CONSIDER ANY ITEMS OF BUSINESS THAT THE CHAIR DEEMS URGENT (PART 1 or PART 2)**

There were no items of urgent business.





**SOUTH WALES FIRE AND RESCUE AUTHORITY  
LOCAL PENSION BOARD (LPB)**

**TERMS OF REFERENCE AND DELEGATED AUTHORITIES**

**1. Purpose of the Local Pension Board**

1.1	The role of the Local Pension Board as defined by Sections 5(1) and (2) of the Public Service Pensions Act 2013, is to:	FA 16.03.15 Min No. 60.5
1.1.1	<p>Assist the South Wales Fire and Rescue Authority as Scheme Manager:</p> <ul style="list-style-type: none"> <li>• To secure compliance with the Firefighters' Pension Scheme(s) regulations and any other legislation relating to the governance and administration of the Firefighters' Pensions Scheme(s)</li> <li>• To secure compliance with requirements imposed in relation to the Firefighters' Pension Scheme(s) by the Pension Regulator.</li> <li>• In such other matters as the Firefighters' Pension Scheme(s) regulations may specify</li> </ul>	FA 16.03.15 Min No. 60.5
1.1.2	Secure the effective and efficient governance and administration of the Firefighters' Pension Scheme(s) for the South Wales Fire and Rescue Authority (Firefighters' Pension Fund).	FA 16.03.15 Min No. 60.5
1.1.3	Provide the Scheme Manager with such information as it requires to ensure that any member of the Local Pension Board or person to be appointed to the Local Pension Board does not have a conflict of interest.	FA 16.03.15 Min No. 60.5
1.1.4	Provide scrutiny on all aspects of the constituent pension schemes.	

1.1.5	Provide advice to the Scheme Manager as required.	
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## 2. General Authority

2.1	The Local Pension Board will be bound by the Authority's procedural, general and financial standing orders save that amendments to conflicts of interest under the Members Code of Conduct will apply in relation to Trade Union Members of the Local Pension Board by virtue of their membership to one of more of the relevant pension schemes.	
2.2	The Local Pension Board will ensure it effectively and efficiently complies with the Code of Practice on the governance and administration of public service pension schemes issued by the Pension Regulator.	FA 16.03.15 Min No. 60.5
2.3	The Local Pension Board will also help ensure that the Firefighters' Pension Scheme(s) are managed and administered effectively and efficiently and complies with the Code of Practice on the governance and administration of public service pension schemes issued by the Pension Regulator.	FA 16.03.15 Min No. 60.5
2.4	The Local Pension Board shall meet sufficiently regularly to discharge its duties and responsibilities effectively.	FA 16.03.15 Min No. 60.5
2.5	The Local Pension Board will manage its workload through a Forward Work Programme that will consider each constituent pension scheme and will report annually to the Fire and Rescue Authority as Scheme Manager.	

### 3. Appointment of Members of the Local Pension Board

3.1	Membership of the Local Pension Board is governed by the Authority's Procedural Standing Orders.	
3.2	The Local Pension Board may, with the approval of the Scheme Manager, co-opt persons who are not members of the Board to serve on sub-committees, particularly where this would add skills and experience. The maximum term of co-opted non-voting members to a committee shall be 6 years, with an option for a further 4 years. Notwithstanding the appointment of co-opted members, the majority of the Board shall be comprised of employer and Scheme member representatives, represented in equal number.	FA 16.03.15 Min No. 60.5

### 4. Local Pension Board Review Process

4.1	The Local Pension Board will undertake each year a formal review process to assess how well it and its committees, and the members are performing with a view to seeking continuous improvement in the Board's performance	FA 16.03.15 Min No. 60.5
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**SOUTH WALES FIRE & RESCUE AUTHORITY  
LOCAL PENSION BOARD  
REPORT OF THE ASSISTANT CHIEF OFFICER PEOPLE SERVICES**

AGENDA ITEM NO 6  
3 JULY 2017

**FIREFIGHTERS PENSION SCHEMES – SOUTH WALES FIRE & RESCUE AUTHORITY**

**SUMMARY**

The Public Services Pension Act (PSPA) 2013 set out the arrangements for the creation of schemes for the payment of pensions and other benefits. The PSPA 2013 gives powers to the Pensions Regulator to operate a system of independent oversight of the operation of these schemes.

Under the terms of the PSPA 2013, the Fire and Rescue Authority is the recognised Scheme Manager, and as such needs to identify through which mechanism it intends to fulfil its role and obligations.

This report provides an update on the matters relating to the Fire and Rescue Authority's management of the Firefighters Pension Scheme 1992 (FPS 1992), the Firefighters' Pension Scheme (Wales) 2007 (FPS 2007), and the new Firefighters' Pension Scheme (Wales) 2015 (FPS 2015)

**RECOMMENDATION**

Members accept the information contained in the report and agree to consider monitoring reports on an annual basis.

**1. BACKGROUND**

- 1.1 Firefighter pensions are devolved to Welsh Ministers under the Fire & Rescue Services Act 2004. The Pension Schemes for Firefighters in Wales are: the Firefighters Pensions Scheme 1992 (PPS), the New Firefighters Pension Scheme 2007 (FPS 2007), the Firefighters Pension Scheme (2015) and the RDS Modified Scheme.
- 1.2 The PSPA 2013 set out the new arrangements for the creation of schemes for the payment of pensions and other benefits. It provides powers to Ministers to create such schemes according to a common framework of requirements. The PSPA 2013 gives powers to the Pensions Regulator to operate a system of independent oversight of the operation of these schemes.
- 1.3 Under the terms of the PSPA 2013 the Fire and Rescue Authority is the recognised Scheme Manager, and as such needs to identify through which mechanism it intends to fulfil its role and obligations.

## 2. ISSUES

- 2.1 The Fire and Rescue Authority formally established its Local Fire Pension Board at its meeting on 14 March, 2015, and as such came into being with effect from 1 April 2015.
- 2.2 The term 'Local Pension Board' means the Local Pension Board for the South Wales Fire and Rescue Authority. It is the administering authority for the South Wales Fire and Rescue Authority (Firefighters pension fund), as required under the Public Service Pensions Act 2013.
- 2.3 'Scheme Manager' means the South Wales Fire and Rescue Authority as the administering authority for South Wales Fire and Rescue Authority (Firefighters pension fund).
- 2.4 'Scheme' the Firefighters Pension Scheme 1992 (PPS), the New Firefighters Pension Scheme 2007 (FPS 2007), the Firefighters Pension Scheme (2015) and the RDS Modified Scheme.
- 2.5 'Scheme Administrator' is identified as Rhondda Cynon Taff Pension Section who administer all the relevant public sector pension schemes on behalf of South Wales Fire and Rescue Authority via a service level agreement.
- 2.6 Each Local Pension Board is required to assist its Scheme Manager (the Fire and Rescue Authority) to:
  - Secure compliance with the 2015 Scheme regulations, and with any other provisions relating to the governance, administration of the scheme, and provision of pension benefits by the relevant Fire and Rescue Authority; and
  - Secure compliance with the requirements imposed by the scheme and any connected scheme by the Pensions Regulator.
  - Ensure the effective and efficient governance and administration of the Scheme.
- 2.7 The Scheme Manager must be satisfied that a person appointed to a Local Pension Board, representing either the employer or members of the Scheme, has relevant understanding and capacity both initially and on an on-going basis throughout the term of their appointment. Former Firefighters (including pensioner members if no longer employed as a Firefighter) cannot be a member representative. In terms of employer representatives these are appointed for the purpose of representing employers and maybe, but are not limited to, Councillors of the Fire and Rescue Authority.

2.8 An officer or Member of the Fire and Rescue Authority which is responsible for making decisions on the pension scheme (apart from any function relating to a Local Pension Board or the Firefighters Pension Scheme Advisory Board for Wales) is not permitted to be a member of the Local Pension Board as the Local Pension Board may be scrutinizing the decisions of that officer or Member.

2.9 Set out below is a comparative table identifying the composition of current pension scheme members:

	Firefighters' Pensions Scheme 1992	Firefighters Pension Scheme 2007	Firefighters Pension Scheme 2015	RDS Modified Scheme
Current members from 1 April 2017	276	28	1021	40
Retirements 2016/17 (including ill health)	31	0	2	6
Ill health retirements 2016/17	2	0	2	1
Opt outs 2016/17	0	0	32	0

### 3. FINANCIAL IMPLICATIONS

3.1 The Government Actuary Department is expected to publish details of the All Wales Valuation later in 2017.

3.2 Detailed below is an extract from the Fire and Rescue Authority's end of year revenue budget report covering all staff groups:

	Original budget 2016/17	Actual Outturn 2016/17	Over/Under Spend
Employee costs (Salaries, NI & Superannuation)	34,712,663	33,998,375	714,288
Pensions	5,580,717	5,451,928	128,789

### 3.3 2016/2017 Fire Pension Fund

<b>Income to the Fund</b>	<b>£</b>
Total Contributions	-9,916,831
Transfers In	-99,648
Ill Health Charges	-374,573
WG Funding Received	-11,456,418
<b>Income Sub Total</b>	<b>-21,847,470</b>
<b>Outgoings of the Fund</b>	
Pension Payments	19,350,317
Pension Commutations & Lump-Sum Retirement Benefits	4,690,907
Transfers Out	8,838
<b>Outgoings Sub-Total</b>	<b>24,050,062</b>
<b>Fund deficit to be funded by Welsh Government</b>	<b>2,202,592</b>

## 4. EQUALITY RISK ASSESSMENT

- 4.1 An Equality Risk Assessment has been undertaken to assess the potential impact relative to the future roles and responsibilities associated with the governance of the Firefighters Pension Schemes.
- 4.2 The assessment concluded that there were no adverse impacts on any individual or group of personnel at this juncture.

## 5. RECOMMENDATION

- 5.1 Members accept the information contained in the report and agree to consider monitoring reports on an annual basis.

Contact Officer:	Background Papers:
ACO Philip Haynes Director of People Services	None



**SOUTH WALES FIRE & RESCUE AUTHORITY  
LOCAL PENSION BOARD  
REPORT OF THE ASSISTANT CHIEF OFFICER PEOPLE SERVICES**

AGENDA ITEM NO 7  
3 JULY 2017

**FIREFIGHTERS' PENSION SCHEME 1992**

**SUMMARY**

This report identifies the background to the Firefighters' Pension Scheme 1992 and sets out the key features and significant points for the information of the Local Pension Board Members.

**RECOMMENDATION**

The Local Pension Board notes the Key Features of the Firefighters' Pension Scheme 1992 as appended to the report.

The Local Pension Board acknowledges its responsibility in relation to the governance and scrutiny for the Fire & Rescue Authority's management of the Firefighters' Pension Scheme 1992.

**1. BACKGROUND**

- 1.1 As with all occupational pension schemes, the rules of the Firefighters' Pension Scheme are reviewed and amended from time to time. This report sets out the rules of the Firefighters' Pension Scheme 1992 ("FPS") which came into effect on 1 March 1992 but which has been amended on many occasions since that date.
- 1.2 The FPS became a closed scheme on 6 April 2006 when the New Firefighters Pension Scheme was introduced. The FPS is a statutory, public service pension scheme initially made under section 26 of the Fire Services Act 1947. This Act was repealed by the Fire and Rescue Services Act 2004, but section 36 of the 2004 Act allowed the Scheme to continue in force.
- 1.3 Unlike occupational pension schemes in the private sector, the FPS does not have trustees. Also, it does not have the usual type of pension fund found in the private sector which uses investments to help meet its liabilities. Although each fire and rescue authority is required to maintain a pension fund which:
- receives employee and employer contributions and transfer values from other schemes, and
  - pays out benefits and transfer values to other schemes
- 1.4 The authority does not have the power to invest the money as would normally be the case with a pension fund. If the fund has insufficient

money to meet all of its pension liabilities, the Welsh Ministers will make up the shortfall; if the fund is in surplus, the Welsh Minister is able to will take the excess to cover any shortfall.

- 1.5 The FPS is a registered pension scheme for the purposes of the Finance Act 2004. This means that HM Revenue and Customs allow certain tax concessions. Contributions attract tax-relief and some benefits, provided they are within required limits, are exempt from tax charges.
- 1.6 Like all other pension schemes, the FPS must comply with Pension Acts although, as a public service scheme, it is exempt from certain requirements. Regulations made under Pension Acts requires the Scheme Manager (the Fire & Rescue Authority) to provide given items of basic information about the Scheme.

## **2. ISSUES**

- 2.1 Governance requirements are set out in the Public Service Pensions Act 2013 puts in place the legislative framework for the new governance arrangements for public services pension schemes. This includes the establishment of a “Local Pension Board”. Due to the devolved nature of firefighter pension schemes under the Public Service Pensions Act 2013 the Welsh Ministers are the Responsible Authority for the Firefighter Pension Scheme in Wales.
- 2.2 South Wales Fire & Rescue Authority is the responsible Scheme Manager for the Firefighters' Pension Scheme 1992.
- 2.3 The Local Pension Board is responsible for the governance and scrutiny for the Fire & Rescue Authority’s management of the Firefighters' Pension Scheme 1992 and must report significant issues, breaches or conflicts of interest to the Scheme Manager.
- 2.4 Attached at Appendix 1 a summary of the Key features of the Fire Pension Scheme 1992

## **3. FINANCIAL IMPLICATIONS**

- 3.1 There are no immediate financial issues arising from this report.

## **4. EQUALITY RISK ASSESSMENT**

- 4.1 An Equality Risk Assessment has been undertaken to assess the potential impact relative to the future roles and responsibilities associated with the governance of the Firefighters' Pensions Schemes.

4.2 The assessment concluded that there were no adverse impacts on any individual or group of personnel at this juncture.

## 5. RECOMMENDATIONS

5.1 The Local Pension Board notes the Key Features of the Firefighters' Pension Scheme 1992 as appended to the report.

5.2 The Local Pension Board acknowledges its responsibility in relation to the governance and scrutiny for the Fire & Rescue Authority's management of the Firefighters' Pension Scheme 1992.

Contact Officer:	Background Papers:
ACO Philip Haynes Director of People Services	None



## Appendix 1

### Key features of the Fire Pension Scheme 1992

This section is applicable to those Active Members including those who have been afforded transitional protection in the Fire Pension Scheme 1992 (referred to as the FPS 1992 throughout this report).

#### Key features of the FPS 1992 include: [Scheme extract]

- *A Final Salary scheme, which means your pension is calculated as a proportion of your actual pensionable pay (generally within your last 3 years of service as an active member).*
- *Your pension will depend on your pensionable service, which for most will be the length of service in the Fire Service for which you have paid pension contributions, with appropriate adjustments for part-time service.*
- *A normal pension age of 55. However, a firefighter can choose to retire before this with immediate payment of retirement benefits provided he/she is aged 50 or over and has at least 25 years service.*
- *30 years' service is needed for a maximum pension.*
- *An option to commute part of your pension for a tax-free lump sum.*
- *Each year of pensionable service for the first 20 years gives entitlement to a pension of 1/60th of final pay and each year for the final 10 years gives 2/60th, up to a limit of 40/60ths.*
- *Pensions in payment are generally increased for inflation (though only from age 55 unless a firefighter is medically retired or other conditions satisfied).*
- *A lump sum death grant of 2 times pay.*
- *A pension for a widow, widower or surviving civil partner, normally half of the officer's pension entitlement, which ceases on remarriage, the formation of a new civil partnership or cohabitation.*
- *A pension is NOT payable to a surviving cohabitee who was not married to nor in a civil partnership with the firefighter.*
- *Dependent children under the age of 23 may qualify for a pension.*

- *An immediate pension and lump sum is payable to any Officer at any age who is granted ill-health retirement.*
- *Subject to eligibility, the option to pay additional contributions to purchase additional service.*

## Membership

On 6 April 2006, the FPS 1992 became closed to new members. Active members of the FPS 1992 are those who have satisfied the membership conditions and joined before that date, who have not opted out of the scheme, and who have not had any subsequent break in continuity of employment.

To be eligible to receive a pension benefit under the FPS 1992, they must have at least 2 years' pensionable service.

If an individual works part-time, their service is adjusted to reflect its part-time length, but as a final salary scheme, their pension benefits are calculated with reference to their whole-time equivalent rate of pay.

## Contributions

FPS 1992, pension contributions are based upon a banding arrangement. The arrangement from 1 April 2017 to 31 March 2018 is as follows:

Pensionable Pay Band	Contribution Rate
Up to and including £15,454	11.0%
More than £15,454 and up to and including £21,636	12.2%
More than £21,636 and up to and including £30,909	14.2%
More than £30,909 and up to and including £41,212	14.7%
More than £41,212 and up to and including £51,515	15.2%
More than £51,515 and up to and including £61,818	15.5%
More than £61,818 and up to and including £103,030	16.0%
More than £103,030 and up to and including £123,636	16.5%
More than £123,636	17.0%

### From 1 April 2018:-

Pensionable Pay Band	Contribution Rate
Up to and including £15,609	11.0%
More than £15,609 and up to and including £21,852	12.2%
More than £21,852 and up to and including £31,218	14.2%
More than £31,218 and up to and including £41,624	14.7%

More than £41,624 and up to and including £52,030	15.2%
More than £52,030 and up to and including £62,436	15.5%
More than £62,436 and up to and including £104,060	16.0%
More than £104,060 and up to and including £124,872	16.5%
More than £124,872	17.0%

The pensionable pay upon which contributions are assessed is the amount determined in relation to the duties of the role. If someone works part time, contributions are deducted on their part time pay.

As the FPS 1992 is now closed, a transfer of pension rights into the scheme is no longer possible.

### Calculating Benefits

The FPS 1992 is a final salary pension scheme which means that a pension will be a proportion of actual pensionable pay. The proportion will depend, in part, upon how much pensionable service has at the time of leaving the Scheme.

For each of the first 20 years of pensionable service, they will receive 1/60th of actual pensionable pay and for each of the following years they will receive 2/60ths of actual pensionable pay. Each day of pensionable service will count as 1/365th of 1/60th. The maximum number of 60ths that can be counted is 40 (after 30 years' service).

### Example

An individual who retires at age 55 with 30 years of pensionable service and average pensionable pay of £30,000, would have their pension assessed as:

$$(20 \times 1/60) + (10 \times 2/60) \times £30,000 = 40/60 \times £30,000 = £20,000 \text{ annual pension}$$

Or, if they retire at age 50 after 27 years with the same pay, their annual pension would be:

$$(20 \times 1/60) + (7 \times 2/60) \times £30,000 = 34/60 \times £30,000 = £17,000 \text{ annual pension}$$

On retirement an individual has the option to 'exchange' or 'commute' part of their pension to provide a lump sum. Commutation rate, as it is most known is subject to Government Actuary Department valuation and can vary from time to time.

## **Retirement Age**

Normal pension age for all members of the FPS 1992 is age 55. If an individual chooses to retire at or after this age, their pension would be put into immediate payment. Or they could retire earlier with immediate payment of benefits provided they have reached age 50 and have at least 25 years' service. An ill-health pension may be payable at any age.

If someone leaves the FPS 1992 before becoming entitled to payment of age (or ill-health retirement benefits), they may be awarded a deferred pension. This would be payable from age 60, or subject to appropriate medical certification, at any age on grounds of permanent ill-health which prevents them from undertaking firefighting or any of the other duties appropriate to their former role.



**SOUTH WALES FIRE & RESCUE AUTHORITY  
LOCAL PENSION BOARD  
REPORT OF THE ASSISTANT CHIEF OFFICER PEOPLE SERVICES**

AGENDA ITEM NO 8  
3 JULY 2017

**FIREFIGHTERS' PENSION SCHEME 2007**

**SUMMARY**

This report identifies the background to the new Firefighters' Pension Scheme 2007 as it is commonly called and sets out the key features and significant points for the information of the Local Pension Board Members.

**RECOMMENDATION**

The Local Pension Board notes the Key Features of the New Firefighters' Pension Scheme 2007 as appended to the report.

The Local Pension Board acknowledges its responsibility in relation to the governance and scrutiny for the Fire & Rescue Authority's management of the Firefighters' Pension Scheme 2007.

**1. BACKGROUND**

- 1.1 As with all occupational pension schemes, the rules of the Firefighters' Pension Scheme are reviewed and amended from time to time to reflect changes in the nature of the service, and society as a whole. This report explains the key rules of "the New Firefighters' Pension Scheme" or "NFPS". It came into effect on 6 April 2006 in England and 2007 in Wales. The previous Scheme – the Firefighters' Pension Scheme 1992 – continues in effect for firefighters who were serving before that date and who wish to remain members of that Scheme. The NFPS is also now a closed scheme.
- 1.2 The NFPS is a statutory, public service pension scheme made under section 34 of the Fire and Rescue Services Act 2004. Unlike occupational pension schemes in the private sector, it does not have trustees. Also, it does not have the usual type of pension fund found in the private sector which uses investments to help meet its liabilities. Although each fire and rescue authority is required to maintain a pension fund which:
- receives employee and employer contributions and transfer values from other schemes, and
  - pays out benefits and transfer values to other schemes
- 1.3 The authority does not have the power to invest the money as would normally be the case with a pension fund. If the fund has insufficient

money to meet all of its pension liabilities, Welsh Ministers will make up the shortfall; if the fund is in surplus, Welsh Ministers will take the excess to cover any shortfall in the funds of other authorities.

- 1.4 Her Majesty's Revenue and Customs give certain tax concessions to "registered" pension schemes. The NFPS is such a scheme. This means that contributions paid and benefits accrued, provided they are within certain limits, are exempt from tax charges.
- 1.5 Like all other pension schemes, the NFPS must comply with Pension Acts although, as a public service scheme, it is exempt from some requirements.

## **2. ISSUES**

- 2.1 Governance requirements are set out in the Public Service Pensions Act 2013 puts in place the legislative framework for the new governance arrangements for public services pension schemes. This includes the establishment of a "Local Pension Board". Due to the devolved nature of firefighter pension schemes under the Public Service Pensions Act 2013 the Welsh Ministers are the Responsible Authority for the new Firefighter Pension Scheme in Wales.
- 2.2 When the New Firefighters' Pension was originally established it covered the whole of the UK. Within Wales the scheme date is set as 2007. South Wales Fire & Rescue Authority is the responsible Scheme Manager for the Firefighters' Pension Scheme 2007.
- 2.3 The Local Pension Board is responsible for the governance and scrutiny for the Fire & Rescue Authority's management of the new Firefighters' Pension Scheme 2007 and must report significant issues, breaches or conflicts of interest to the Scheme Manager.
- 2.4 Attached at Appendix 1 a summary of the Key features of the Fire Pension Scheme 2007

## **3. FINANCIAL IMPLICATIONS**

- 3.1 There are no immediate financial issues arising from this report.

## **4. EQUALITY RISK ASSESSMENT**

- 4.1 An Equality Risk Assessment has been undertaken to assess the potential impact relative to the future roles and responsibilities associated with the governance of the Firefighters' Pensions Schemes.

4.2 The assessment concluded that there were no adverse impacts on any individual or group of personnel at this juncture.

## 5. RECOMMENDATIONS

5.1 The Local Pension Board notes the Key Features of the Firefighters' Pension Scheme 2007 as appended to the report.

5.2 The Local Pension Board acknowledges its responsibility in relation to the governance and scrutiny for the Fire & Rescue Authority's management of the Firefighters' Pension Scheme 2007.

Contact Officer:	Background Papers:
ACO Philip Haynes Director of People Services	None



## Appendix 1

### Key features of the new Fire Pension Scheme 2007

This section is applicable to those Active Members that have been afforded transitional protection in the Fire Pension Scheme (Wales) 2007 (referred to as the **FPS 2007** throughout this report).

It is also applicable to those Officers that have left the FPS 2007 with a deferred benefit, or those already in receipt of a pension awarded under the FPS 2007.

#### Key features of the FPS 2007 include:

*[Scheme extract]*

- *A Final Salary scheme, which means that your pension is calculated as a proportion of your final pensionable pay i.e. the earnings in your last year of service as a member of the Scheme.*
- *The pension that you will receive depends on your pensionable service, which for most firefighters will be the length of service in the Fire Service for which you have paid pension contributions, with appropriate adjustments for part-time service.*
- *The normal pension age is 60. However, a firefighter can choose to retire before this at age 55 or over with immediate payment of benefits but an actuarial reduction of 5%.*
- *Each year of pensionable service gives entitlement to a pension of 1/60th of final pay, up to a limit of 45/60ths.*
- *An option to commute part of your pension for a tax-free lump sum.*
- *Pensions in payment are increased for inflation.*
- *A lump sum death grant of 3 times' pay is payable and you have some freedom to nominate who should receive it.*
- *A pension for a spouse or civil partner is payable for life, normally half of the firefighters' pension entitlement.*
- *A partner who is neither a spouse nor a civil partner may be eligible for a pension payable for life, subject to completion of the required declaration.*
- *Dependent children under the age of 23 may qualify for a pension.*
- *An immediate pension and lump sum is payable to any firefighter at any age who is granted ill-health retirement.*

- *There is a facility to buy more pension in the scheme (added years) within the overall limit of 45 years.*
- *Every officer has an opportunity to opt out of the scheme.*
- *If you build up pension rights in the scheme but leave the Fire Service (or opt out of the Scheme) before retirement, you will be eligible for a deferred pension payable at age 65 unreduced.*

## Membership

To be eligible to receive a pension benefit, an individual must have at least 3 months' qualifying service in the FPS 2007. If they work part-time or have had a period of part-time service, their service is proportioned according to their part-time working hours.

A regular firefighter who also undertake Retained duties, has a limit on the pensionable service you can build up in the FPS 2007 under two contracts. The limit is 45 years. It applies regardless of whether their regular and retained employments are with the same or a different Fire & Rescue Service. If their combined pensionable service should exceed 45 years, they will be entitled to a refund of excess contributions.

## Contributions

FPS 2007, firefighter pension contributions are based upon a banding arrangement. The arrangement from **1 April 2017 to 31 March 2018:-**

Pensionable Pay Band	Contribution Rate
Up to and including £15,454	8.5%
More than £15,454 and up to and including £21,636	9.4%
More than £21,636 and up to and including £30,909	10.4%
More than £30,909 and up to and including £41,212	10.9%
More than £41,212 and up to and including £51,515	11.2%
More than £51,515 and up to and including £61,818	11.3%
More than £61,818 and up to and including £103,030	11.7%
More than £103,030 and up to and including £123,636	12.1%
More than £123,636	12.5%

**From 1 April 2018:-**

<b>Pensionable Pay Band</b>	<b>Contribution Rate</b>
Up to and including £15,609	8.5%
More than £15,609 and up to and including £21,852	9.4%
More than £21,852 and up to and including £31,218	10.4%
More than £31,218 and up to and including £41,624	10.9%
More than £41,624 and up to and including £52,030	11.2%
More than £52,030 and up to and including £62,436	11.3%
More than £62,436 and up to and including £104,060	11.7%
More than £104,060 and up to and including £124,872	12.1%
More than £124,872	12.5%

The pensionable pay upon which contributions are assessed is the core pay and all permanent and temporary emoluments at the moment are determined by the firefighter's role or, in the case of a principal officer, the salary appropriate to the overall responsibilities of the post. It will also include any retaining allowance paid to a member on a retained duty contract.

Part-time, contributions are deducted on part time-pay.

**Calculating Benefits**

The FPS 2007 is a final salary pension scheme which means that pension will equate to a proportion of an individual's final pensionable pay. The proportion will depend, in part, upon how much pensionable service they have at the time of leaving the scheme. For each year of pensionable service, they will receive 1/60th of their final pay in return as an annual pension.

In other words, as a whole-time or part-time firefighter, each day of pensionable service will count as 1/365th of 1/60th. For example, if they retire at age 60 with 35 years 28 days of pensionable service and a final pensionable pay of £32,000, their pension would be assessed as:

$$35 \text{ years } 28/365 \text{ days} \times 1/60\text{th} \times £32,000 = \mathbf{£18,707.58} \text{ annual pension}$$

They will also have the option when they retire to exchange some of their pension to gain a tax-free lump sum.

For retained firefighters the principles concerning the calculation of their benefits will be different to those mentioned above, due to differences in pensionable pay and their contractual conditions.

## **Retirement Age**

An age retirement would be awarded to a firefighter who has sufficient service to qualify for a pension and who retires at or after age 60.

However, the Fire & Rescue Service (FRS) have the discretion to initiate their retirement in the interests of the management of the service, in which case a pension would become payable to a firefighter who has sufficient service to qualify for a pension, who has reached age 55 but not age 60. There would be NO reduction of the pension to take account of the fact that it is being paid early.

A member may initiate the immediate payment of their benefits, provided they have sufficient service to qualify for a pension and have reached age 55, but not age 60. However, a reduction would be applied to reflect the fact that the pension is being paid early. The reduction factor is supplied by the Government Actuary Department. It is currently 5% for each year between the date of retirement and age 65 (deferred pension age).



**SOUTH WALES FIRE & RESCUE AUTHORITY  
LOCAL PENSION BOARD  
REPORT OF THE ASSISTANT CHIEF OFFICER PEOPLE SERVICES**

AGENDA ITEM NO 9  
3 JULY 2017

**FIREFIGHTERS' PENSION SCHEME (WALES) 2015**

**SUMMARY**

This report identifies the background to the Firefighters' Pension Scheme (Wales) 2015, as it is commonly called and sets out the key features and significant points for the information of the Local Pension Board Members.

**RECOMMENDATION**

The Local Pension Board notes the Key Features of the Firefighters' Pension Scheme (Wales) 2015 as appended to the report.

The Local Pension Board acknowledges its responsibility in relation to the governance and scrutiny for the Fire & Rescue Authority's management of the newest Firefighters' Pension Scheme (Wales) 2015.

**1. BACKGROUND**

- 1.1 As with all occupational pension schemes, the rules of the Firefighters' Pension Scheme (Wales) 2015 are reviewed and amended from time to time to reflect changes in the nature of the service, and society as a whole. The Firefighters' Pension Scheme (Wales) 2015 came into effect in April 2015. The previous Schemes continue in effect for firefighters where appropriate terms are met.
- 1.2 The Firefighters' Pension Scheme (Wales) 2015 is a statutory, public service pension scheme made under section 34 of the Fire and Rescue Services Act 2004. Unlike occupational pension schemes in the private sector, it does not have trustees. Also, it does not have the usual type of pension fund found in the private sector which uses investments to help meet its liabilities. Although each fire and rescue authority is required to maintain a pension fund which:
- receives employee and employer contributions and transfer values from other schemes, and
  - pays out benefits and transfer values to other schemes
- 1.3 The authority does not have the power to invest the money as would normally be the case with a pension fund. If the fund has insufficient money to meet all of its pension liabilities, Welsh Ministers will make up the shortfall; if the fund is in surplus, Welsh Ministers will take the excess to cover any shortfall in the funds of other authorities.

- 1.4 Her Majesty's Revenue and Customs give certain tax concessions to "registered" pension schemes. The Firefighters' Pension Scheme (Wales) 2015 is such a scheme. This means that contributions paid and benefits accrued, provided they are within certain limits, are exempt from tax charges.
- 1.5 Like all other pension schemes, the Firefighters' Pension Scheme (Wales) 2015 must comply with Pension Acts although, as a public service scheme, it is exempt from some requirements.

## **2. ISSUES**

- 2.1 Governance requirements are set out in the Public Service Pensions Act 2013 puts in place the legislative framework for the new governance arrangements for public services pension schemes. This includes the establishment of a "Local Pension Board". Due to the devolved nature of firefighter pension schemes under the Public Service Pensions Act 2013 the Welsh Ministers are the Responsible Authority for the Firefighters' Pension Scheme (Wales) 2015.
- 2.2 South Wales Fire & Rescue Authority is the responsible Scheme Manager for the Firefighters' Pension Scheme (Wales) 2015 which came into being on 1 April 2015.
- 2.3 The Local Pension Board is responsible for the governance and scrutiny for the Fire & Rescue Authority's management of the Firefighters' Pension Scheme (Wales) 2015 and must report significant issues, breaches or conflicts of interest to the Scheme Manager.
- 2.4 Attached at Appendix 1 a summary of the Key features of the Firefighters' Pension Scheme (Wales) 2015.

## **3. FINANCIAL IMPLICATIONS**

- 3.1 There are no immediate financial issues arising from this report.

## **4. EQUALITY RISK ASSESSMENT**

- 4.1 An Equality Risk Assessment has been undertaken to assess the potential impact relative to the future roles and responsibilities associated with the governance of the Firefighters' Pensions Schemes.
- 4.2 The assessment concluded that there were no adverse impacts on any individual or group of personnel at this juncture.

## 5. RECOMMENDATIONS

- 5.1 The Local Pension Board notes the Key Features of the Firefighters' Pension Scheme (Wales) 2015 as appended to the report.
- 5.2 The Local Pension Board acknowledges its responsibility in relation to the governance and scrutiny for the Fire & Rescue Authority's management of the Firefighters' Pension Scheme (Wales) 2015.

Contact Officer:	Background Papers:
ACO Philip Haynes Director of People Services	None



## Appendix 1

### Key features of the Firefighters' Pension Scheme (Wales) 2015

This section is applicable to those Active Members of the new Firefighters' Pension Scheme (Wales) 2015 (FPS 2015) which was introduced on **1 April 2015**. (Referred to as the FPS 2015 throughout the remainder of this report).

#### Key features of the FPS (Wales) 2015:

[Scheme extract]

- *A Career Average Revalued Earnings (CARE) pension scheme. For each Scheme Year (1 April to 31 March) as an active member, you will build a pension equal to 1/59.7 of your Pensionable Earnings for that year, which is then added to your pension account and subsequently revalued each year until you retire.*
- *You will be able to commute part (up to 25%) of your pension at a rate of 1:12; therefore for every £1 of pension given up you receive a lump sum of £12.*
- *The rate of revaluation applied to your pension account at the end of each Scheme Year will be the movement in the Consumer Price Index (CPI).*
- *Your Normal Pension Age (NPA) is 60, but with the option to retire voluntarily from age 55 with actuarial reduction to reflect early payment.*
- *There is NO maximum period of service. If you decide to continue in service beyond your NPA, there will be an actuarial increase applied to your pension to account to take account of late payment.*
- *If you should die whilst serving as an active member, a lump sum death grant of 3 times your final pay at the date of death is payable.*
- *A survivor's pension will be automatically paid to your spouse or civil partner for their lifetime, although a declaration will need to be completed for such a pension to be paid to a partner who is neither a spouse nor a civil partner.*
- *Eligible children under the age of 23 may also qualify for a pension.*
- *If you leave or opt out of the Scheme, without taking a pension or a refund of contributions, your benefits will be deferred and will become payable from your State Pension Age (SPA), which may change in the future. If paid early on request, an actuarial reduction will be applied,*

*unless you are deemed to be permanently medically unfit for regular employment, in which case there will be no actuarial reduction applied.*

- *Purchasing 'added pension' is currently limited to £6,500 per year. The limit may be altered by HM Treasury.*

## **Membership**

An individual who becomes employed as a firefighter on or after 1 April 2015, is automatically enrolled into the FPS 2015 on appointment (Contractual enrolment into all schemes). It does not matter what duty system they are contracted to work. If, at a later time, they are moved to a firefighting role that does not include resolution of operational incidents, you can remain a Scheme member provided there is continuity of service.

Firefighters serving before 1 April 2015 and members of the FPS 1992 or the FPS 2007 (2006), will have been automatically transferred to the FPS 2015 on 1 April 2015, **UNLESS** on 1 April 2012, they were a member of the:

1. FPS 1992 and within 10 years of the FPS 1992 normal pension age (55); or the
2. FPS 2006 and within 10 years of the FPS 2007 (2006) normal retirement age (60); or the
3. FPS 1992 or the FPS 2007 (2006) and afforded tapered protection.

Those in categories '1' and '2' can remain a member of their current Scheme until retirement; those in category '3' can remain a member of their current Scheme until they reach the date at which their tapered protection ends.

If they opt out of the Scheme and later change their mind, you can give the Fire Authority a written, signed election to rejoin, provided they satisfy the membership conditions at that time. If an individual chooses to opt out of the FPS 1992 / FPS 2007 (2006), they will NOT be able to re-join these Schemes. Instead they will be able to join the FPS 2015, providing they meet the operational requirements for admission.

## **Contributions**

For a member of the FPS 2015, the pension contribution is a percentage of Pensionable Earnings (or Assumed Pensionable Pay).

The contribution rate is determined by reference to whole-time equivalent pay for a part-time or retained firefighter, the contributions paid are based on the

firefighter's actual (part-time) pay. The following items are currently treated as Pensionable Earnings:

- Pay received for the performance of the duties of role are pensionable payments at the moment;
- Permanent emoluments are pensionable;
- The amount foregone if an individual has agreed to surrender the right to receive part of their pensionable pay, in exchange for the Fire & Rescue Service (FRS) providing a non-cash benefit (this is sometimes referred to as 'salary sacrifice');
- The amount paid for continued professional development if the FRS has determined that this should be pensionable.

However, any payments made by the FRS to a member who is on reserve forces service leave would NOT count as pensionable.

Contribution rates for the period **1 April 2017 to 31 March 2018:-**

Tier	Pay Band (£)	Full Rate
1	Up to £27,543	10.5%
2	£27,544 to £51,005	12.7%
3	£51,006 to £142,500	13.5%
4	£142,501 or more	14.5%

**From 1 April 2018:-**

Tier	Pay Band (£)	Full Rate
1	Up to £27,818	11.0%
2	£27,819 to £51,515	12.9%
3	£51,516 to £142,500	13.5%
4	£142,501 or more	14.5%

Contributions would normally be deducted from each instalment of pensionable pay as it becomes due, unless another method of payment has been agreed with Fire & Rescue Service.

### Calculating Benefits

An active member at Normal Pension Age (60) with at least 3 months' qualifying service (or have had a transfer value paid into their pension account from another occupational pension scheme), can draw their pension at any time on or after their 60th birthday. Their active pension account (and any added

pension account) will become payable unreduced, although if they have contributed to the FPS 2015 after age 60, their account will have been increased to reflect late payment.

However, if at least age 55, an individual can elect to draw their pension before age 60, by giving written notice to the Fire & Rescue Service (FRS). In these circumstances, however, the pension would be subject to an early retirement reduction based on factors provided by the Scheme Actuary.

There is also an option for 'partial retirement' once an individual has reached age 55, if they wish to draw their pension but continue in employment as a firefighter without break and accrue additional pension. Their active pension account (and any added pension purchased) would be put into payment (subject to an early payment reduction if they had not reached age 60) and a new active pension account set up for their new period of membership. This second pension will become payable, on similar terms to their first pension, when they are ready to draw it.

When an individual retires, they will have the option to 'exchange' or 'commute' part of the pension to provide a lump sum.

### **Retirement Age**

This will depend upon an individual's age and the circumstances in which they are leaving the Fire & Rescue Service (FRS). Normal Pension Age (NPA) in the FPS 2015 is 60, but if an individual remains an active member, they can continue to accrue pension (and would get an 'age addition' to reflect the fact that they have postponed receipt of their pension). There is NO limit to the amount of pension that can build up by remaining in service.

An individual may request payment of pension before age 60, provided that they have reached age 55 (the established minimum pension age), but it may be reduced to reflect early payment. Or, if at any age before reaching age 60, they become incapable of performing any of the duties of their role, they may be entitled to an ill-health award.

If an individual has left the FPS 2015, with at least 3 months' qualifying service (or have had a transfer value paid into their pension account from another occupational pension scheme), they will have become a deferred member of the Scheme. In this case, they will become eligible to draw their deferred pension at the recognised 'Deferred Pension Age', which is linked to the State Pension Age (SPA) and may therefore change in the future, or at age 65 if higher.

If before reaching Deferred Pension Age, they suffer from ill-health to the extent that they would be incapable of undertaking regular employment and this



incapacity will continue, at least, until Deferred Pension Age, they could request early payment of the deferred pension on ill-health grounds. The decision as to entitlement would be made by the FRS after they have considered the written opinion of an Independent Qualified Medical Practitioner.



**FORWARD WORK PROGRAMME FOR  
LOCAL PENSION BOARD 2017/2018**

<b>Report Name</b>	<b>Purpose of piece of work</b>	<b>Lead Director/ Contact Officer</b>	<b>Expected Date of Decision/ Submission/ Review</b>	<b>Progress</b>
Local Pension Board – Terms of Reference & Delegated Authorities	To inform Local Pension Board Members of the Board's responsibilities in relation to Terms & Delegated Authorities	ACO People Services  <b>Contact Officer:</b> Calvin Powell	3 July 2017	On agenda
Firefighters' Pension Scheme – South Wales Fire & Rescue Authority	To inform Local Pension Board Members of the Board's responsibilities in relation to all Firefighters' Pension Schemes	ACO People Services  <b>Contact Officer:</b> Philip Haynes	3 July 2017	On agenda
Firefighters' Pension Scheme 1992	To inform Local Pension Board Members of the scope and terms of the Firefighters' Pension Scheme 1992	ACO People Services  <b>Contact Officer:</b> Philip Haynes	3 July 2017	On agenda

Report Name	Purpose of piece of work	Lead Director/ Contact Officer	Expected Date of Decision/ Submission/ Review	Progress
Firefighters' Pension Scheme 2007	To inform Local Pension Board Members of the scope and terms of the Firefighters' Pension Scheme 2007.	ACO People Services  <b>Contact Officer:</b> Philip Haynes	3 July 2017	On agenda
Firefighters' Pension Scheme (Wales) 2015	To inform Local Pension Board Members of the scope and terms of the Firefighters' Pension Scheme 2015.	ACO People Services  <b>Contact Officer:</b> Philip Haynes	3 July 2017	On agenda
Firefighters' Pension Scheme – Membership Data	To provide Local Pension Board Members with a data analysis of the composition of the Firefighters' Pension Schemes	ACO People Services  <b>Contact Officers:</b> Julia Thompson/Philip Haynes	16 October 2017	
Managing Risks & Internal Controls	To enable Members to consider the Fire & Rescue Authority's and Fire & Rescue Service's pension scheme risk factors.	ACO People Services  <b>Contact Officer:</b> Philip Haynes	16 October 2017	

Report Name	Purpose of piece of work	Lead Director/ Contact Officer	Expected Date of Decision/ Submission/ Review	Progress
Internal Disputes Resolution Procedure (IDRP)	To provide Local Pension Board Members with an analysis of IDRP cases that have been considered	ACO People Services  <b>Contact Officers:</b> Julia Thompson/Philip Haynes	16 October 2017	
Local Pension Board Training Plan & Framework	To enable Local Pension Board Members to review their training needs within the established framework and policy.  To inform Members of the current training activity and future proposals.	ACO People Services  <b>Contact Officer:</b> Philip Haynes	16 October 2017	
Pension Regulator's Self Assessment Tool for Public Service Pension Schemes	To enable Local Pension Board Members to evaluate the Fire & Rescue Authority's pension scheme administration performance.	ACO People Services  <b>Contact Officer</b> Philip Haynes	16 October 2017	

Report Name	Purpose of piece of work	Lead Director/ Contact Officer	Expected Date of Decision/ Submission/ Review	Progress
Summary of the Local Pension Board Work Programme	Report to be submitted to the Fire & Rescue Authority which sets out the Local Pension Board activity throughout 2015-16	ACO People Services  <b>Contact Officer:</b> Philip Haynes	26 February 2018	

ACO Philip Haynes – Director of People Services  
 Calvin Powell – Deputy Monitoring Officer  
 Geraint Thomas- Head of Finance & Procurement  
 Julia Thompson – Pensions Officer

## AGENDA ITEM NO 11

**To consider any items of business that the Chairman deems urgent  
(Part 1 or 2)**





1. Apologies for Absence

2. Declarations of Interest

Members of the Fire & Rescue Authority are reminded of their personal responsibility to both verbally and in writing declare any personal and/or prejudicial interests in respect of matters contained in this agenda in accordance with the provisions of the Local Government Act 2000, the Fire & Rescue Authority's Standing Orders and the Members Code of Conduct.

3. Chairman's Announcements

4. To Receive the Minutes of:-

- Local Pension Board Committee Meeting held on 21 November 2016 3

5. Local Pension Board – Terms of Reference & Delegated Authorities 9

6. Firefighters' Pension Schemes – South Wales Fire & Rescue Authority 13

7. Firefighters' Pension Scheme 1992 17

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9. Firefighters' Pension Scheme (Wales) 2015 33

10. Forward Work Programme 2017-2018 43

11. To consider any items of business that the Chairman deems urgent (Part 1 or 2) 47